Applicant Tracking System Proposal

For IVK Company

Issue

    What is the issue?

    Why is it important?

Analysis

    Company Overview

    Current Feature Gap Analysis

    ATS Application Comparison

Recommendation

    Selection Process

    Application Features

    Financial Analysis

    Timeline

    Resource Commitment

    Integration Impact

Closing

ATS Proposal

AGENDA

Issue

Which Applicant Tracking System is best for IVK?

Issue

Current paper systems less time efficient and effective to track, measure and inform business solutions

Why is it important?

IVK's Goals

Current Status

- *Improve selection & retention*
- *Strengthen internal pipeline*
- *Control headcount and costs*

Current Feature Gap Analysis

Current State

Current ATS (Paylocity) is available, not used.
- Time-consuming
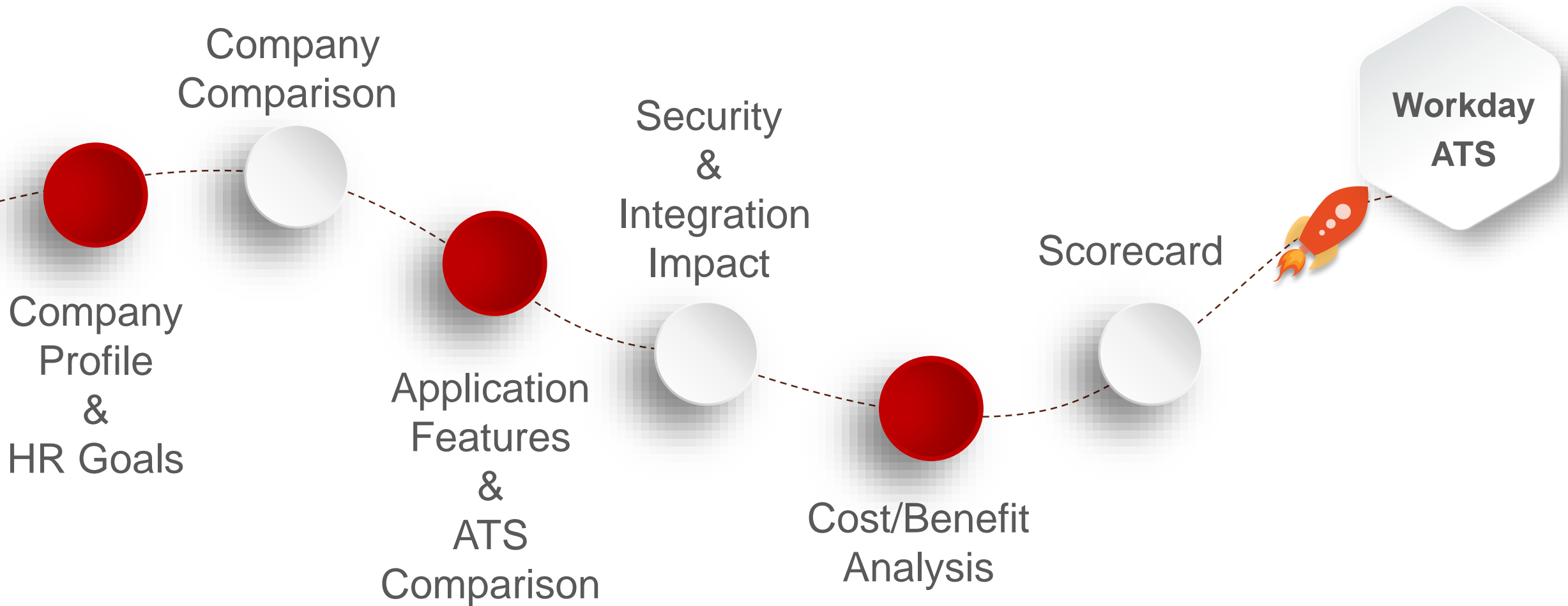- Poor compatibility
- No social media function

Goals and Need

- Time efficiency
- Anytime/Anywhere
- Social Media

ATS Application Comparison

	Paylocity	Workday	Oracle Taleo
Automated Workflow	✗	✅	✅
Social Sourcing	✗	✅	✅
Analytics	✗	✅	✅
Screening	✗	✅	✅
Offer Management	✗	✅	✅
API	✗	✅	✗
Mobile Driven	Windows, Mac, Web based	Windows, Android, IOS, Mac, Web based	Windows, Linux, Android, IOS, Web based
Integrations	VOYA financial, Principal Financial, Guardian, Cornerstone on demand, Empower, Retierement	Facebook, Twitter, Microsoft, Outlook, iGoogle, Cornerstone OnDemand, Globoforce, Kronos, SSN Verification	Facebook, Twitter, Microsoft, Outlook, iGoogle, Other Oracle softwares
Price Info(000's)	$0	Implementation: $252k Annual subscription: $274k	Implementation: $360k Annual subscription: $360k

Selection Process

Company
Comparison

Security
&
Integration
Impact

**Workday
ATS**

Scorecard

Company
Profile
&
HR Goals

Application
Features
&
ATS
Comparison

Cost/Benefit
Analysis

Selection Criteria - Scorecard

Criteria	Score	Weight	Weighted
Functionality	2	40%	0.8
Cost	5	30%	1.5
Integration with Other Apps	3	15%	0.45
Service	3	10%	0.3
Implementation Ease	4	5%	0.2
		100%	**3.25**
Functionality	5	40%	2
Cost	4	30%	1.2
Integration with Other Apps	5	15%	0.75
Service	4	10%	0.4
Implementation Ease	4	5%	0.2
		100%	**4.55**
Functionality	5	40%	2
Cost	2	30%	0.6
Integration with Other Apps	4	15%	0.6
Service	4	10%	0.4
Implementation Ease	2	5%	0.1
		100%	**3.7**

Application Features

Web 2.0

1 Software-as-a-Service (Saas) allows sharing of resources which gives direct accessibility to Web 2.0 interaction

Social Media

2 Ability to connect with common recruiting platforms including LinkedIn and Glassdoor

Dashboard

3 Customizable dashboard that allows user to view multiple data sets to understand any possible patterns (Big Data Feature)

Improving Selection Speeds up recruiting process through one system.
- Track hiring metrics like time to fill
- Ability to benchmark
- Ability to track top performers within company
- Accessibility to internal and external candidate profiles

workday®

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Application Features

Dashboard

Gain insight into your current talent and who you need to hire

Identify bottlenecks in your recruiting process and drill into causes

Bring talent and recruiting together to understand hiring effectiveness

Make better compensation decisions with a single system

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Application Features

Recruiting

- Collaborate on interview feedback in one place
- Calendar sync
- Referral leaderboard

Time Tracking

- Smart Analysis
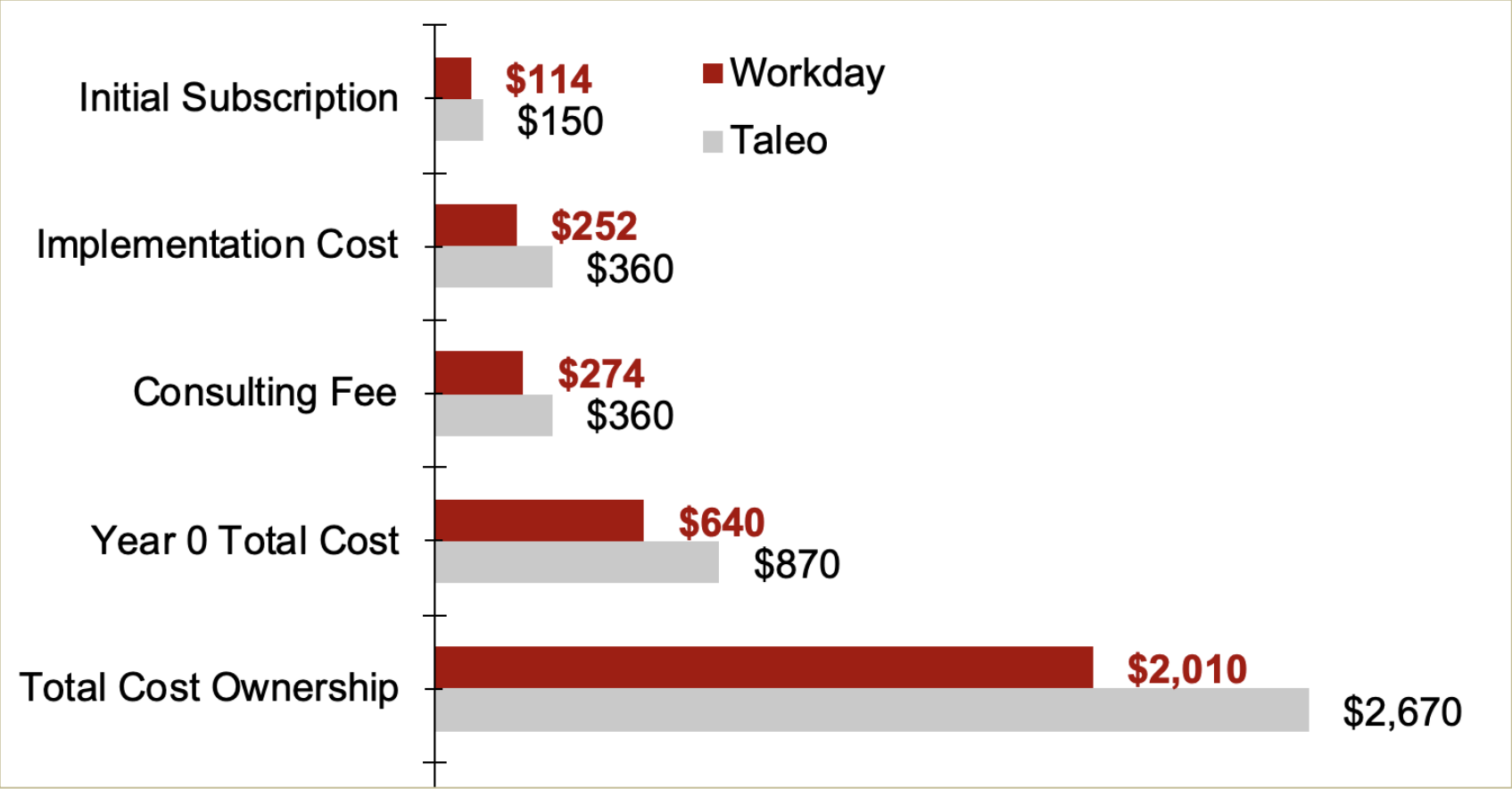- Seamlessly manage absences

Application Features

Security

- Annual surveillance audits occur, to maintain certification
- Physical Security:
  - Co-Lo data center designed to host mission critical systems
  - Redundant subsystems
  - Compartmentalized Security Zones
  - Camera surveillance - critical internal & external entry points
  - Critical areas require two-factor biometric authentication
- Disaster Recovery:
  - Recovery Time Objectives (RTO) of 12 hrs
  - Tested every six months (minimal)

Financial Analysis

Cost Comparison (in thousands)

	Workday	Taleo
Initial Subscription	$114	$150
Implementation Cost	$252	$360
Consulting Fee	$274	$360
Year 0 Total Cost	$640	$870
Total Cost Ownership	$2,010	$2,670

Financial Analysis

Projected Cost-to-Hire Reduction

	Board	Newspaper	Referral
Number of openings	441	441	441
10:1 ratio	44.1	44.1	-
Source %	50.0%	20.0%	30.0%
Cost of Source	$300	$350	$0
Cost to hire reduction	**$6,615**	**$3,087**	**$0**

$ 9,702

Financial Analysis

Projected Time to Fill Reduction

	Year 1	Year 2	Year 3	Year 4	Year 5
Days Reduced	3	1	1	1	1
$150 Profit/Day	$150	$150	$150	$150	$150
Loan Processers Hired	441	441	441	441	441
Time to Fill Profit Gain	$198,450	$66,150	$66,150	$66,150	$66,150

$463,050

Financial Analysis

Projected 1ˢᵗ Year Turnover Reduction

	yr 1 invol	yr 1 vol	yr 2 invol	yr 2 vol	yr 3 invol	yr 3 vol	yr 4 invol	yr 4 vol	yr 5 invol	yr 5 vol
reduction 1st year turnover %	3.0%	1.0%	1.0%	1.0%	0.0%	1.0%	1.0%	0.0%	1.0%	1.0%
number of loan processors	37.8	12.6	12.6	12.6	0	12.6	12.6	0	12.6	12.6
90 days ramp	90	90	90	90	90	90	90	90	90	90
$150 profit/day	$150	$150	$150	$150	$150	$150	$150	$150	$150	$150
1st year reduction turnover	$510,300	$170,100	$170,100	$170,100	$0	$170,100	$170,100	$0	$170,100	$170,100
		$680,400		$340,200		$170,100		$170,100		$340,200

$1,701,000

Financial Analysis

IVK Five-Year Plan NPV

Net Cash Flow over 5 years (in thousands)

Bar chart values:
- 0: $(640)
- 1: $615
- 2: $132
- 3: $(38)
- 4: $(38)
- 5: $132
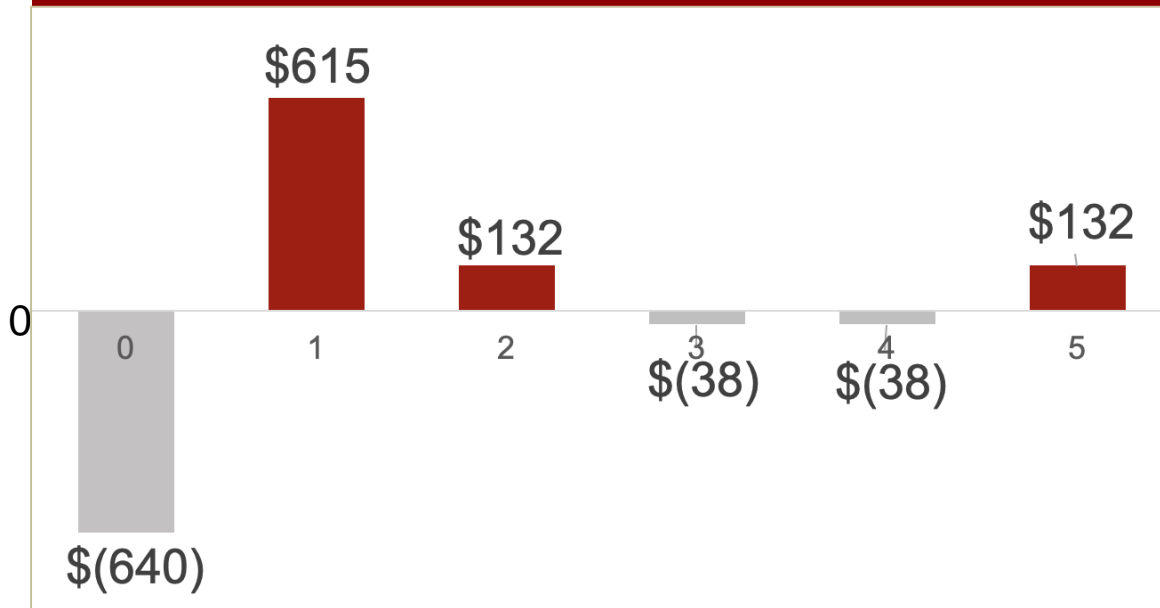
Cumulative Net Cash Flows (in thousands)

Line chart values over Time(years), Balance($ in thousands):
- -640
- -26
- 107
- 69
- 31
- 164
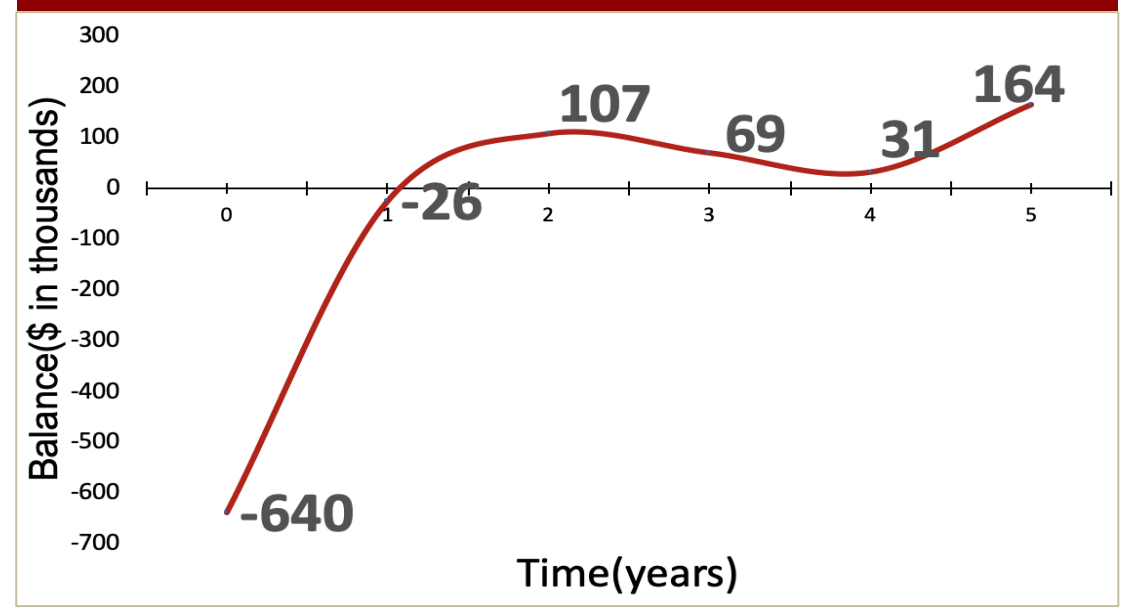
NPV at 8%	Payback
$74,692.40	1.19

Timeline

Project Training
Jun 6

End User Training
Jul 10

Go-Live Date
Jul 13

2019 **May** |**Jun** |**Jul** |**Aug** |**Sep**

Plan — May 4 - May 17 (2 Weeks)

Configuration — May 18- Jun 7 (3 Weeks)

Prototype Test — Jun 8- Jun 21 (2 Weeks)

Parallel Test — Jun 22 - Jul 12 (3 Weeks)

Deployment — Jul 13 - Aug 3 (3 Weeks)

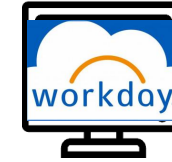**Post Deployment & Quality Assurance** — Aug 4 - Sep 4
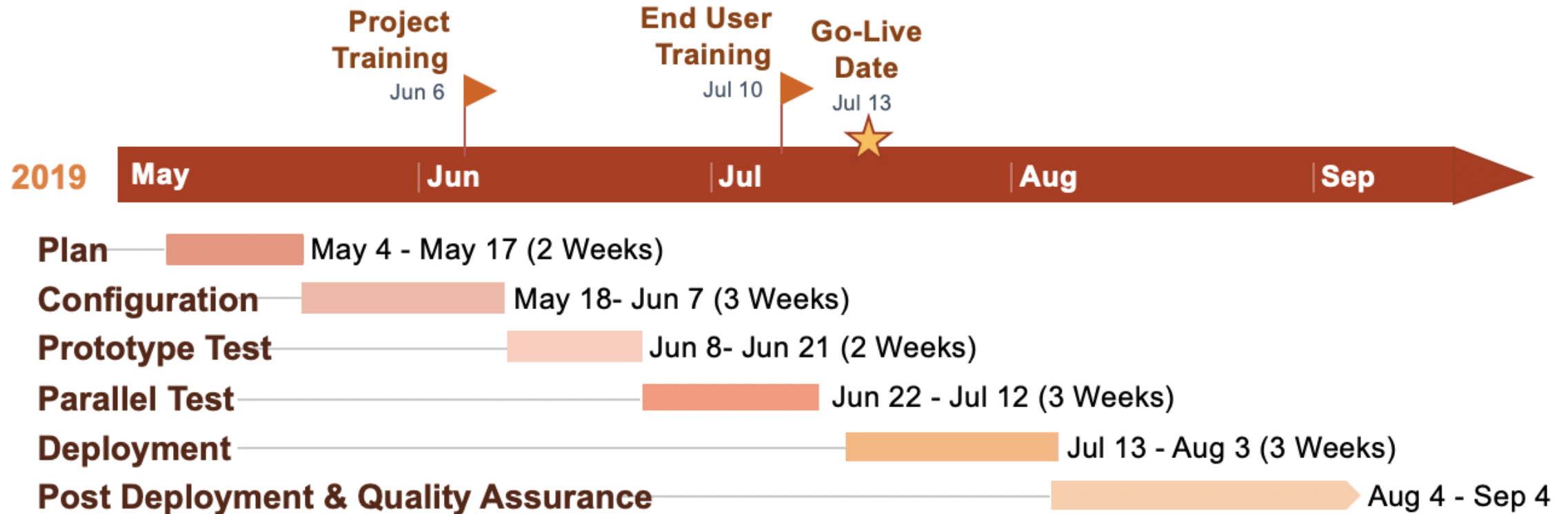
Integration Impact

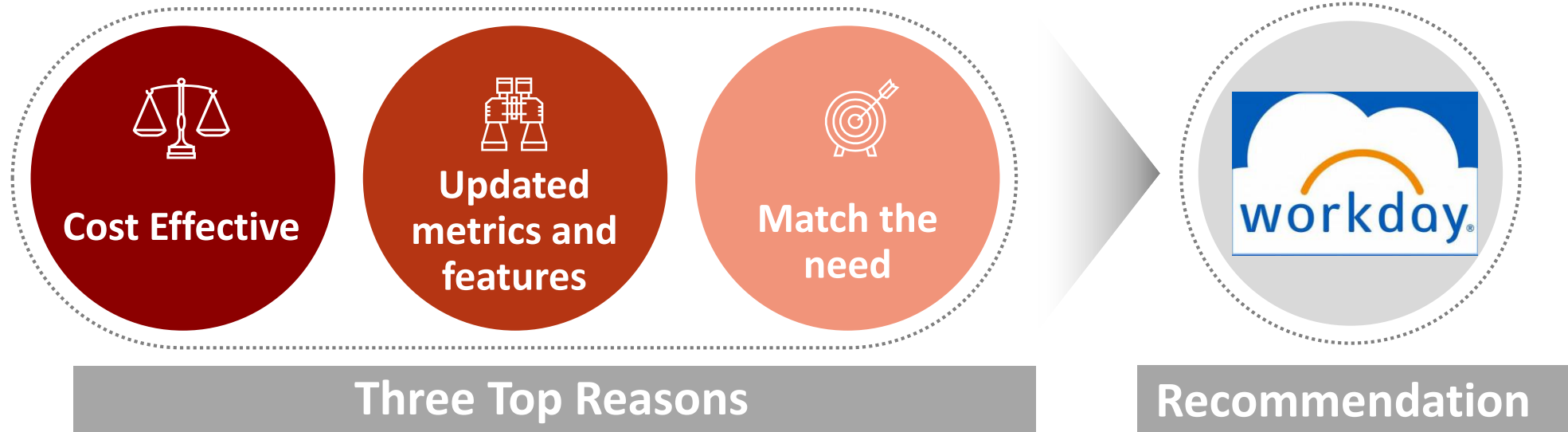IVK currently uses Workday HCM which has the **Application Programming Interface (API) for this ATS**

Transition will be seamless and risk-free for integration

Select **Workday** for the new ATS

The main goal is to find solutions with no risk of negative integration impact to avoid excessive costs and business disruption. Selecting Workday for the new ATS is the best fit with the least amount of risks.

Conclusion

Three Top Reasons
- Cost Effective
- Updated metrics and features
- Match the need

Recommendation
workday.

Thank you!